



NATIONAL LABOR RELATIONS BOARD

OFFICE OF THE GENERAL COUNSEL

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NLRB GENERAL COUNSEL ANNOUNCES \$4.35 MILLION SETTLEMENT WITH LOCKHEED MARTIN ENERGY SYSTEMS, INC.

National Labor Relations Board General Counsel Fred Feinstein announced today the settlement by the Cincinnati Regional Office (Region 9) of litigation arising out of the 1991-1992 strike involving employees of Martin Marietta Energy Systems, Inc., now Lockheed Martin Energy Systems, Inc., in Piketon, Ohio. The settlement includes \$4.35 million in backpay and interest to be distributed to approximately 1,000 employees who are entitled to compensation under a Board order.

The NLRB administers and enforces the National Labor Relations Act. It conducts secret ballot elections to determine whether employees desire union representation, and it investigates and remedies unfair labor practices.

The litigation arose in 1992 based on charges filed with the agency by Oil, Chemical and Atomic Workers International Union, Local 3-689, AFL-CIO against Martin Marietta Energy Systems, Inc. The hearing on the consolidated complaint was held on August 17 through 20, 1993 before Administrative Law Judge Peter E. Donnelly. On February 23, 1994, the judge issued his decision in which he found that Martin Marietta Energy Systems improperly implemented changes in employees' terms and conditions of employment without reaching a valid impasse with the union. On other issues, including a refusal to furnish information requested by the union concerning the costs of health care and the costs of training unit employees, the judge found that Martin Marietta Energy Systems had violated the Act. On March 27, 1995, the Board issued its decision affirming the judge's findings and ordering Martin Marietta Energy Systems to reinstate unlawfully changed terms and conditions of employment and to pay employees for monetary losses.

The check covering the monetary settlement has been received from Lockheed Martin Energy Systems, Inc. The Cincinnati Regional Office and the NLRB's Finance Branch are currently in the process of arranging procedures for the distribution of the backpay.

General Counsel Feinstein praised the efforts of the parties, who devoted considerable time to resolving their differences, and in particular the cooperation between the union and Lockheed Martin Energy Systems, Inc. which resulted in a mutually satisfactory resolution of the long-standing labor dispute. In announcing the settlement, General Counsel Feinstein stated:

Of particular satisfaction is the global nature of the settlement which includes a new three-year collective-bargaining agreement and provides for the resolution of literally hundreds of outstanding grievances, the settlement of other pending related civil litigation, and the awarding of backpay for all the affected bargaining unit employees. Such cooperation between Lockheed Martin Energy Systems, Inc. and Oil, Chemical and Atomic Workers International Union, Local 3-689 restores and solidifies a successful, long-standing, collective-bargaining relationship.

General Counsel Feinstein further mentioned:

I am proud and appreciative of the exemplary effort of the staff and management of the Cincinnati Regional Office who worked on the various stages of these cases, including in particular Trial Attorney Patricia Fry, who litigated the original cases, and Compliance Supervisor William A. Molony and Field Examiner David P. Morgan who were instrumental in reviewing the necessary records, computing the backpay amounts and helping the parties reach a compliance agreement which underscores and supports the fundamental purposes of the Act.

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